Overview of HRSAP and July 2002 Active Duty SOFS Results

Briefing for:

DACOWITS

January 17, 2003

Defense Manpower Data Center

Human Resources Strategic Assessment Program (HRSAP)

1. **Conduct Web surveys as core methodology for strategic assessments**
   - Routine, standardized surveys of active and reserve members, DoD civilians
     - » Participants selected randomly and invited by postal mail
     - » Relatively short surveys
   - Provide for a limited number of ad hoc surveys as needed
     - » Ad hoc Web surveys would be similar to the routine surveys, but would require customization in sampling and reporting
2. **Continue paper-and-pencil with Web-option surveys for special studies**
   - Sexual harassment and equal opportunity surveys
     - » Longer questionnaires required
     - » Sensitive topics
   - Populations with limited Web access (e.g., active and reserve spouses)
3. **Conduct survey studies and analyses**
   - Fast, standardized reporting to include in-depth, tabular reports
   - Methodological studies (e.g., survey nonresponse)
   - Manpower and personnel analyses based on the survey datasets

HRSAP SOFS Schedule

- **SOFS planned schedule**
  - 3 active-duty surveys (March*, July*, November)
  - 3 Reserve surveys (January, May*, September)
  - 3 DoD civilian surveys (February, June*, October)
  - “Dark” in April, August, December

- **Human relations survey schedule**
  - Paper-and-pencil surveys with Web-option
  - Quadrennial rotation
    - » December 2003 – SHS for Reserves
    - » December 2004 – EOS for active duty
    - » December 2005 – EOS for Reserves
    - » December 2006 – SHS for active duty
  - Surveys to be fielded December - April

*SOFS to be conducted in FY 2003

Overview of July SOFS

- ✓ Introduction
- ➢ Satisfaction
- ➢ PCS moves
- ➢ Tempo
- ➢ Personal readiness
- ➢ Unit readiness
- ➢ Retention

Introduction

- **Web-based, active-duty survey fielded July 8 – August 13, 2002**
- **38K Service members surveyed**
- **32% response rate**
  - Margins of error generally within +/-5 percentage points
- **Gender-related findings will be discussed**

Introduction

Reporting Categories

Service
- Army
- Navy
- Marine Corps
- Air Force

Paygrade
- E1-E4
- E5-E9
- W1-W5
- O1-O3
- O4-O6

Location
- CONUS
- Overseas

Residence
- On-base
- Off-base

Education
- No college
- Some college
- 4-year degree
- Grad/prof degree

Family status
- Single w/ kids
- Single w/o kids
- Married w/ kids
- Married w/o kids

Ethnicity
- Non-Hispanic white
- Minorities

Service by paygrade
- Army officer
- Navy officer
- Marine Corps officer
- Air Force officer
- Army enlisted
- Navy enlisted
- Marine Corps enlisted
- Air Force enlisted

Gender by paygrade
- Male enlisted
- Male officer
- Female enlisted
- Female officer

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Briefing Overview

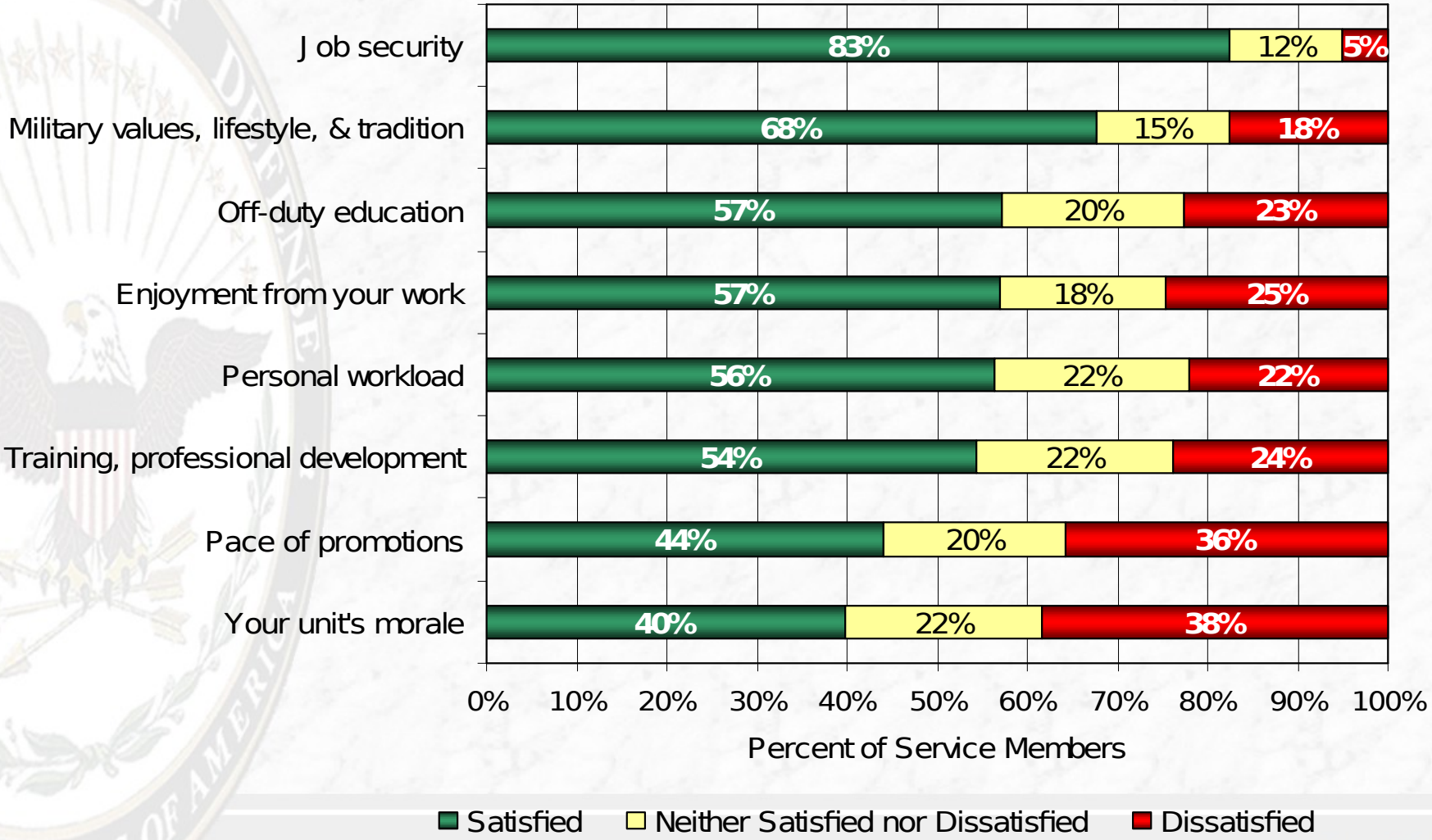
- Introduction
- ✓ Satisfaction
- PCS moves
- Personal readiness
- Retention

Satisfaction

- ✓ Aspects of military service
- ➢ Pay & benefits
- ➢ Quality of life & family programs
- ➢ Assignments & travel
- ➢ Overall military way of life

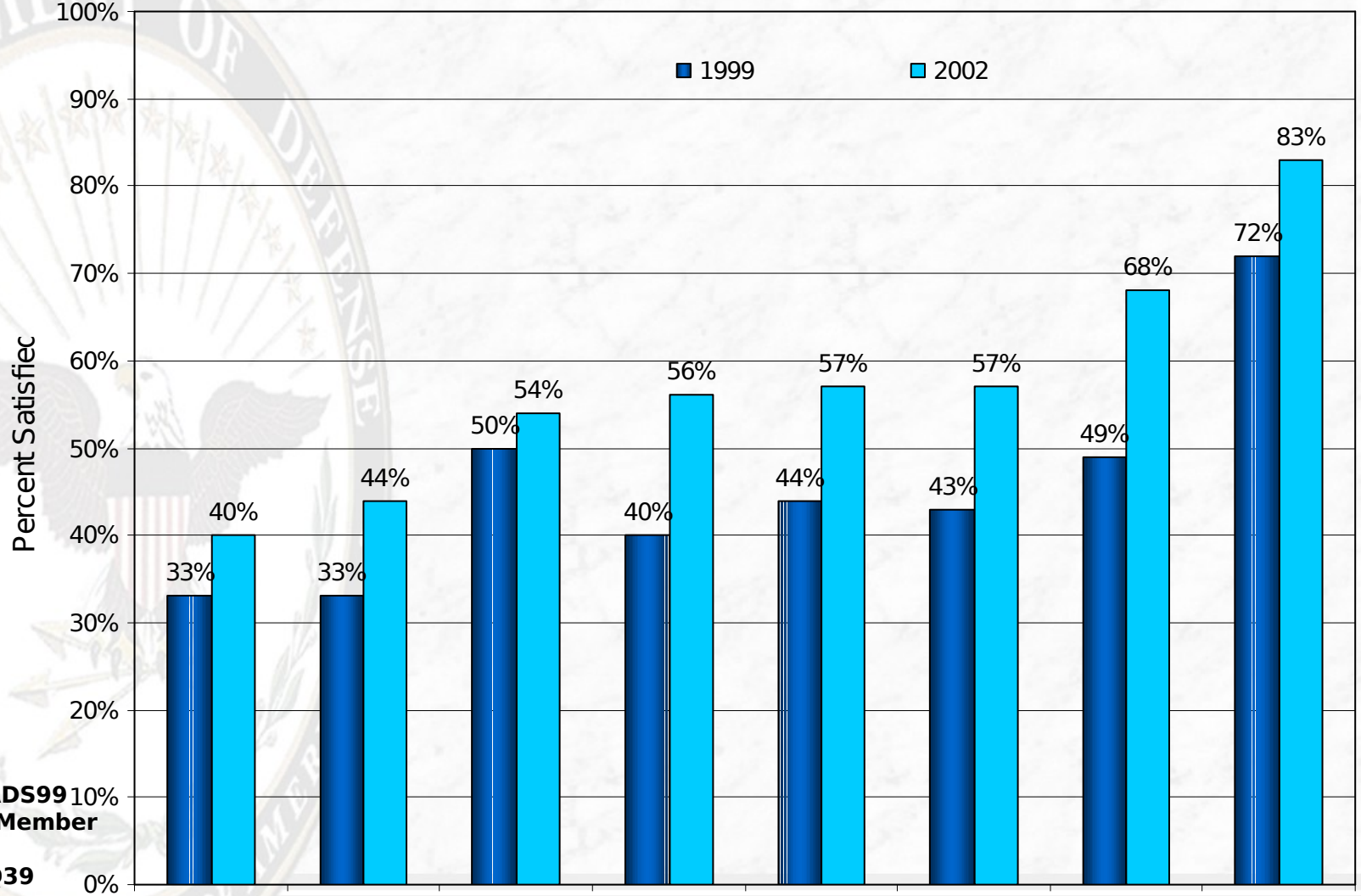
Aspects of Military Service

How satisfied are you with each of the following?



Aspects of Military Service

1999-2002 Comparisons



ADS99 (Member) Q39

AD SOFS July 02 Q27

Margins of error within +/-

DMDC

January 2003

Aspects of Military Service

Summary of Findings

1999 – 2002 Trends

- **All "Aspects of Military Service" show increased satisfaction since 1999 survey**
  - 7 of 8 areas up by 7 percentage points or more
  - 6 of 8 up by more than 10 percentage points

2002 Findings

- **Relatively high satisfaction for job security (83%) and military values, lifestyle and tradition (68%)**
- **Less than 50% satisfied with promotions (44%) and morale (40%), with more than 1 in 3 being dissatisfied**

Gender Findings

- **Male officers more satisfied with enjoyment from work**
- **Male enlisted less satisfied than male officers with personal workload**

ADS99 (Member) Q39

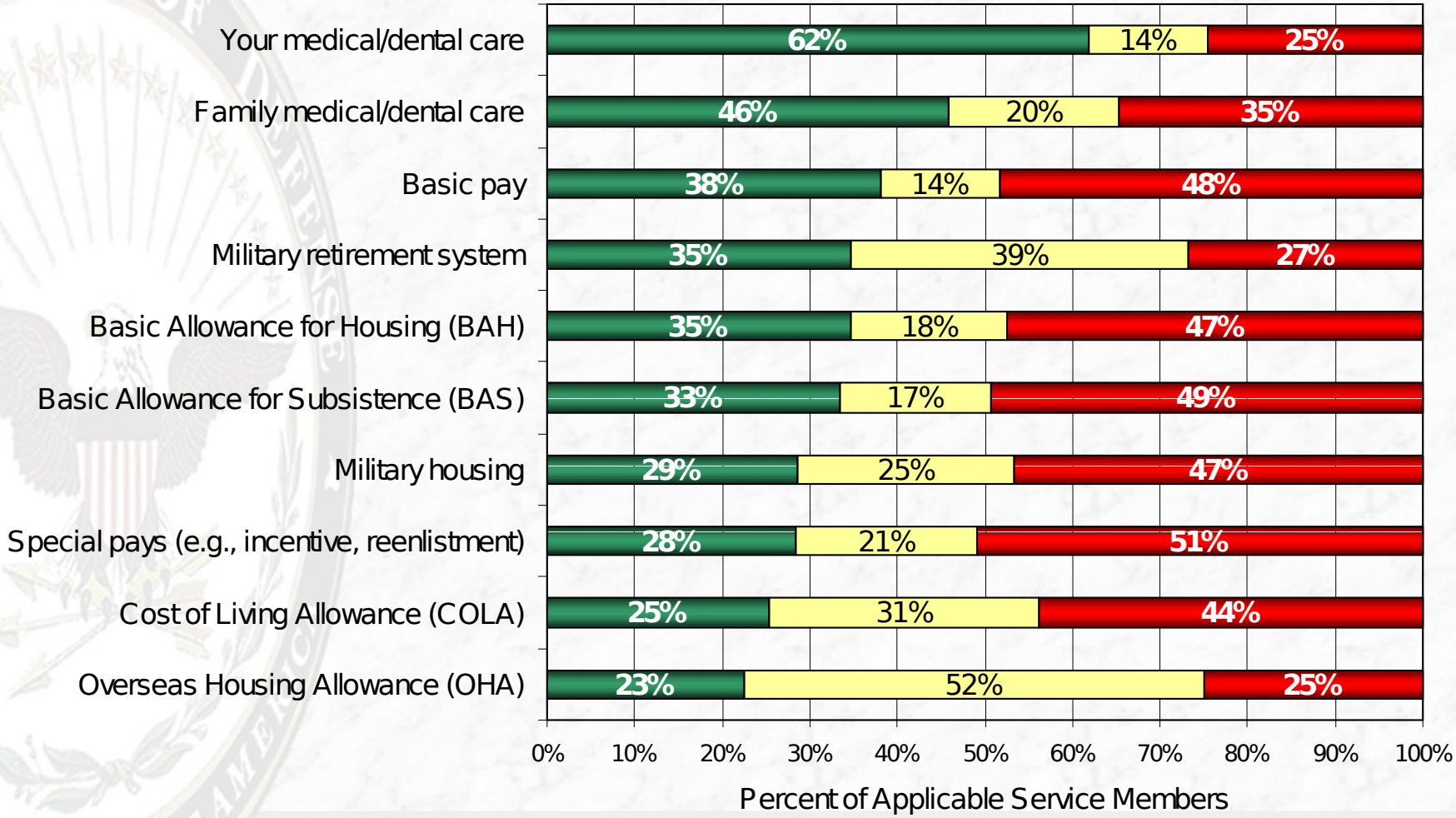
AD SOFS July 02 Q27

Satisfaction

- Aspects of military service
- ✓ Pay & benefits
- Quality of life & family programs
- Assignments & travel
- Overall military way of life

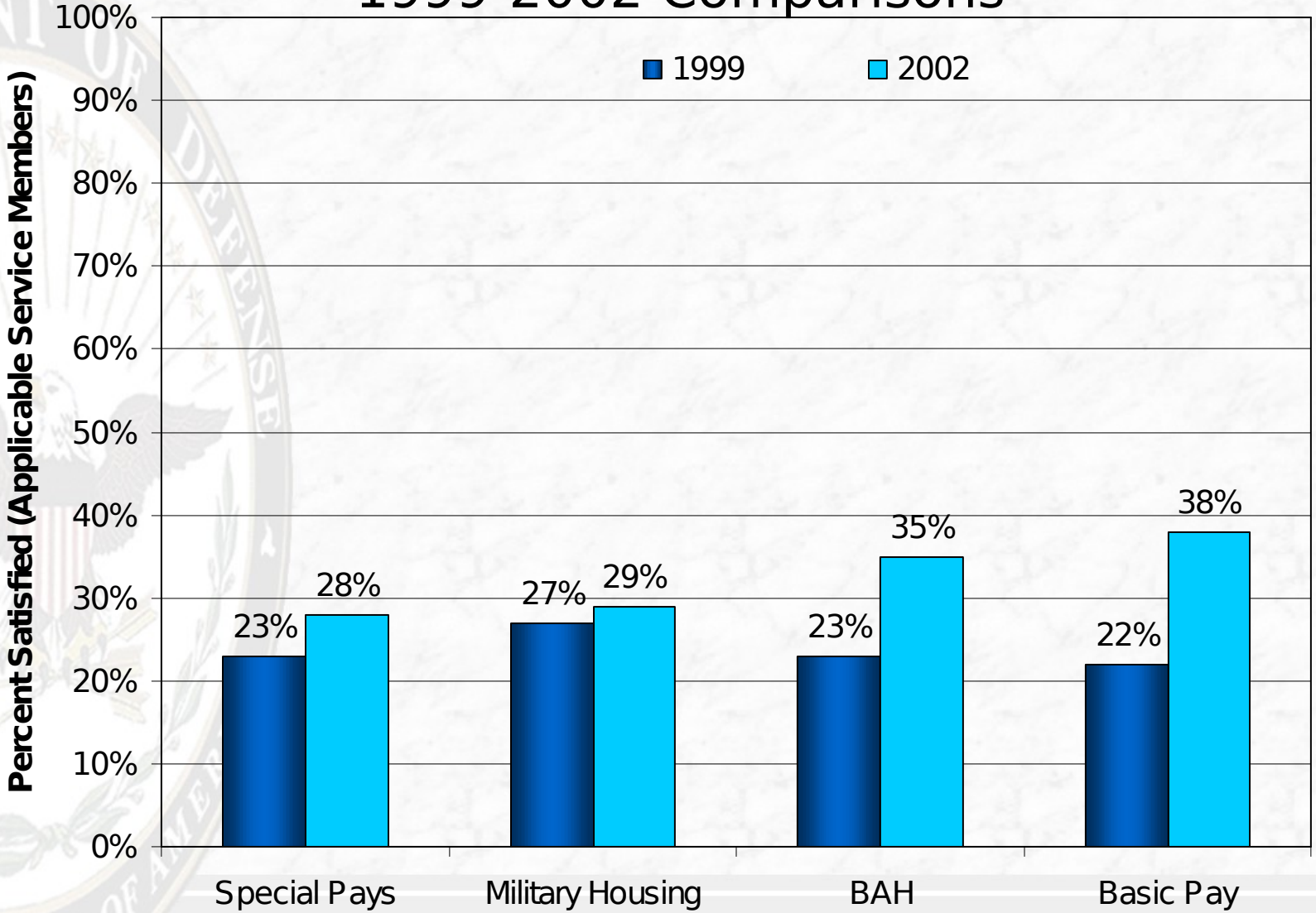
Pay & Benefits

How satisfied are you with each of the following?



Pay & Benefits

1999-2002 Comparisons



ADS99 (Member) Q39

AD SOFS July 02 Q46

Margins of error within +/-

DMDC

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Pay & Benefits

Summary of Findings

1999 – 2002 Trends

- **Satisfaction up in 3 of 4 trend areas, but overall levels relatively low**
- **Largest increases in satisfaction with Basic Pay and BAH**

2002 Findings

- **Satisfaction less than 50% in all areas but members' medical/dental care (62%)**
- **Approximately half of members dissatisfied with Basic Pay (48%), BAH (47%), BAS (49%), special pays (51%), and military housing (47%)**

Gender Findings

- **Male enlisted least satisfied with…**
  - BAH, BAS, cost of living, and overseas housing allowance
- **Male officers are most dissatisfied with military housing**

ADS99 (Member) Q39

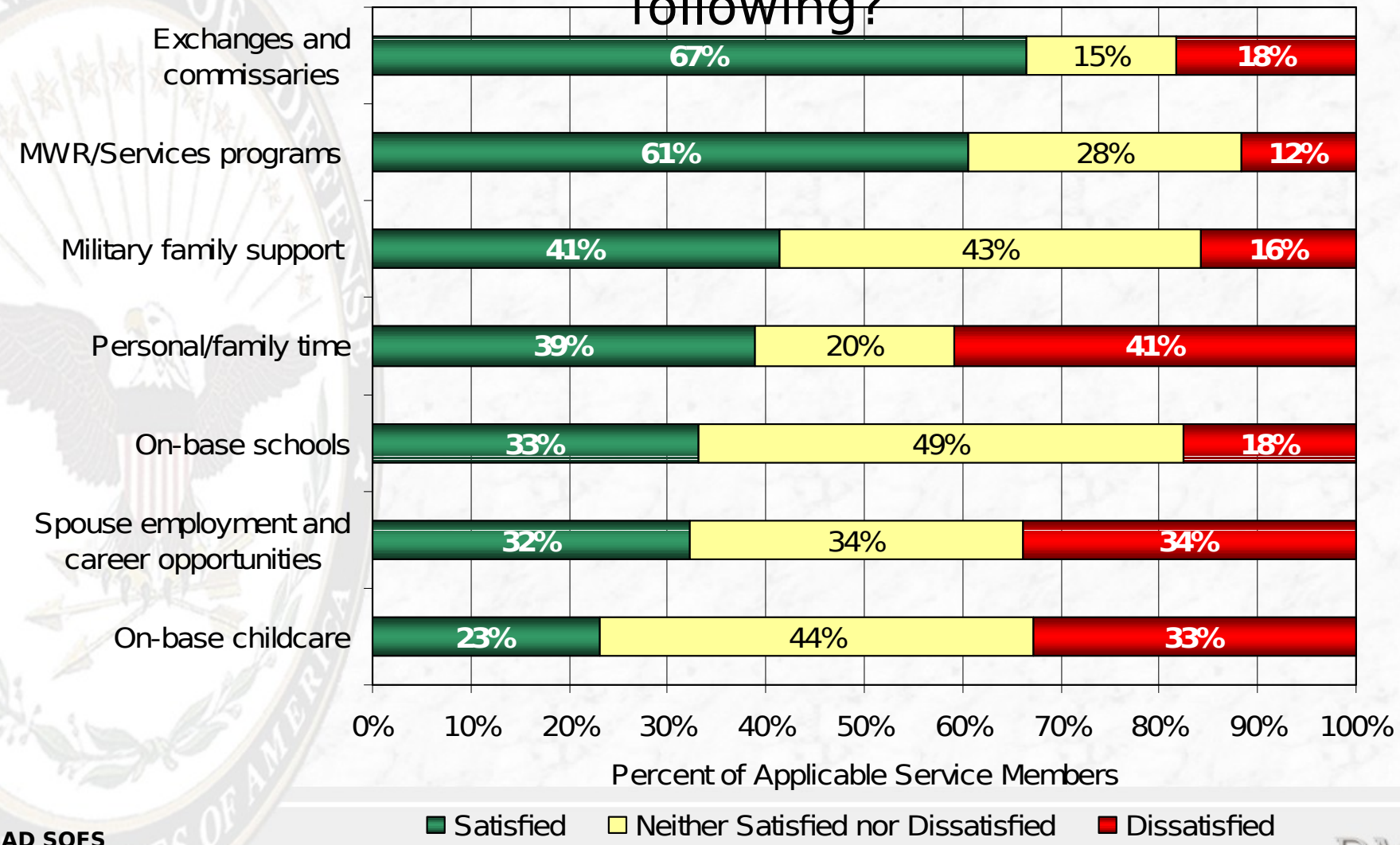
AD SOFS July 02 Q45, 46

Satisfaction

- Aspects of military service
- Pay & benefits
- ✓ Quality of life & family programs
- Assignments & travel
- Overall military way of life

Quality of Life & Family Programs

How satisfied are you with each of the following?



AD SOFS
July 02
Q50

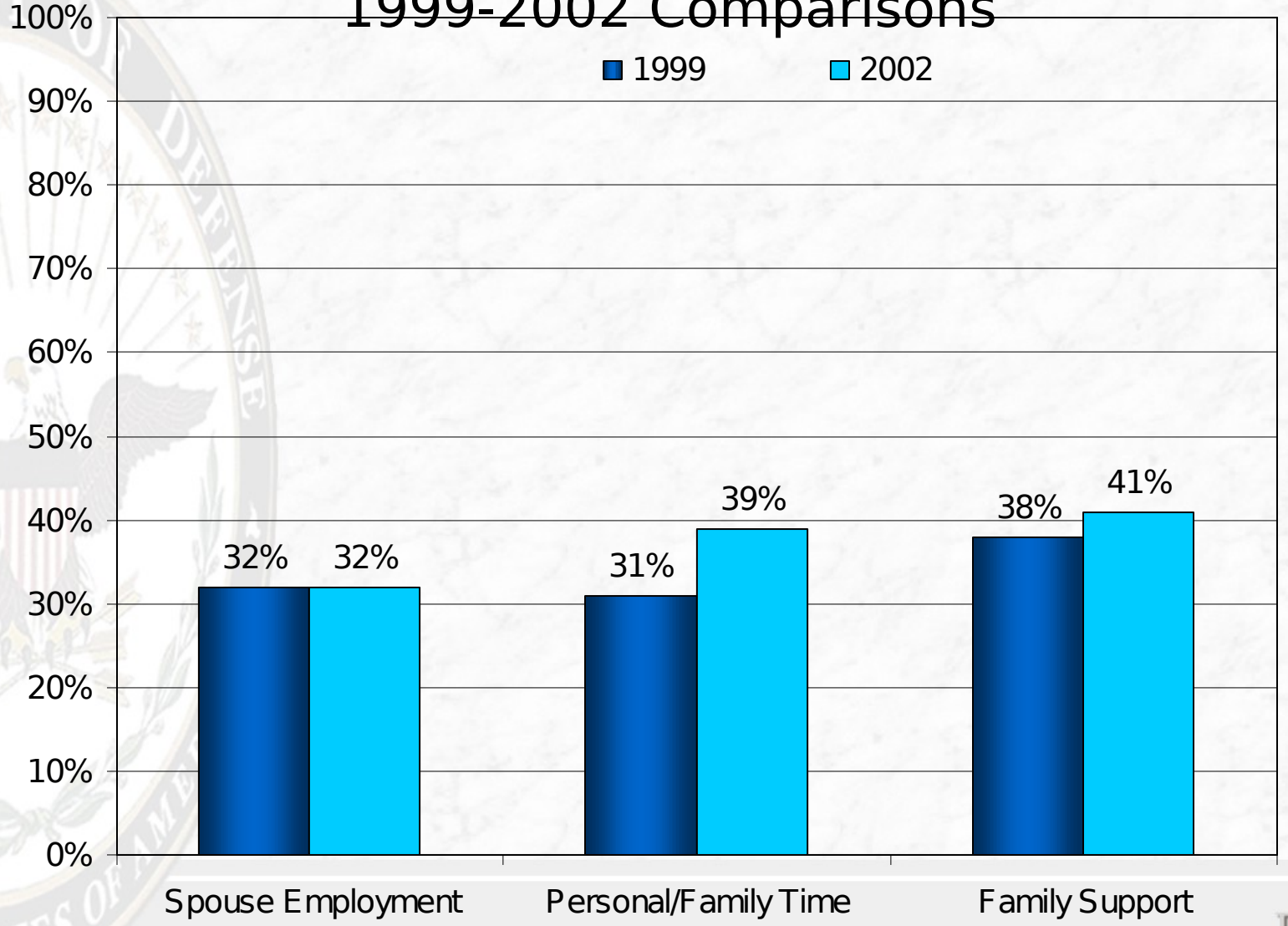
Margins of error within +/-

DMDC

January 2003

Quality of Life & Family Programs

1999-2002 Comparisons



ADS99 (Member) Q39

AD SOFS July 02 Q50

Margins of error within +/-

DMDC

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Quality of Life & Family Programs

Summary of Findings

1999 – 2002 Trends

- **Small gain in personal & family time, up from 31% to 39%**

2002 Findings

- **More members dissatisfied than satisfied with:**
  - Personal & family time (41% vs. 39%)
  - Spouse employment & career opportunities (34% vs. 32%)
  - On-base childcare (33% vs. 23%)
- **Satisfaction relatively high with exchanges & commissaries and MWR/Services programs**

Gender Findings

- **Male enlisted less satisfied than female enlisted with personal family time**
- **Male enlisted least satisfied with on-base child care**

ADS99 (Member) Q39

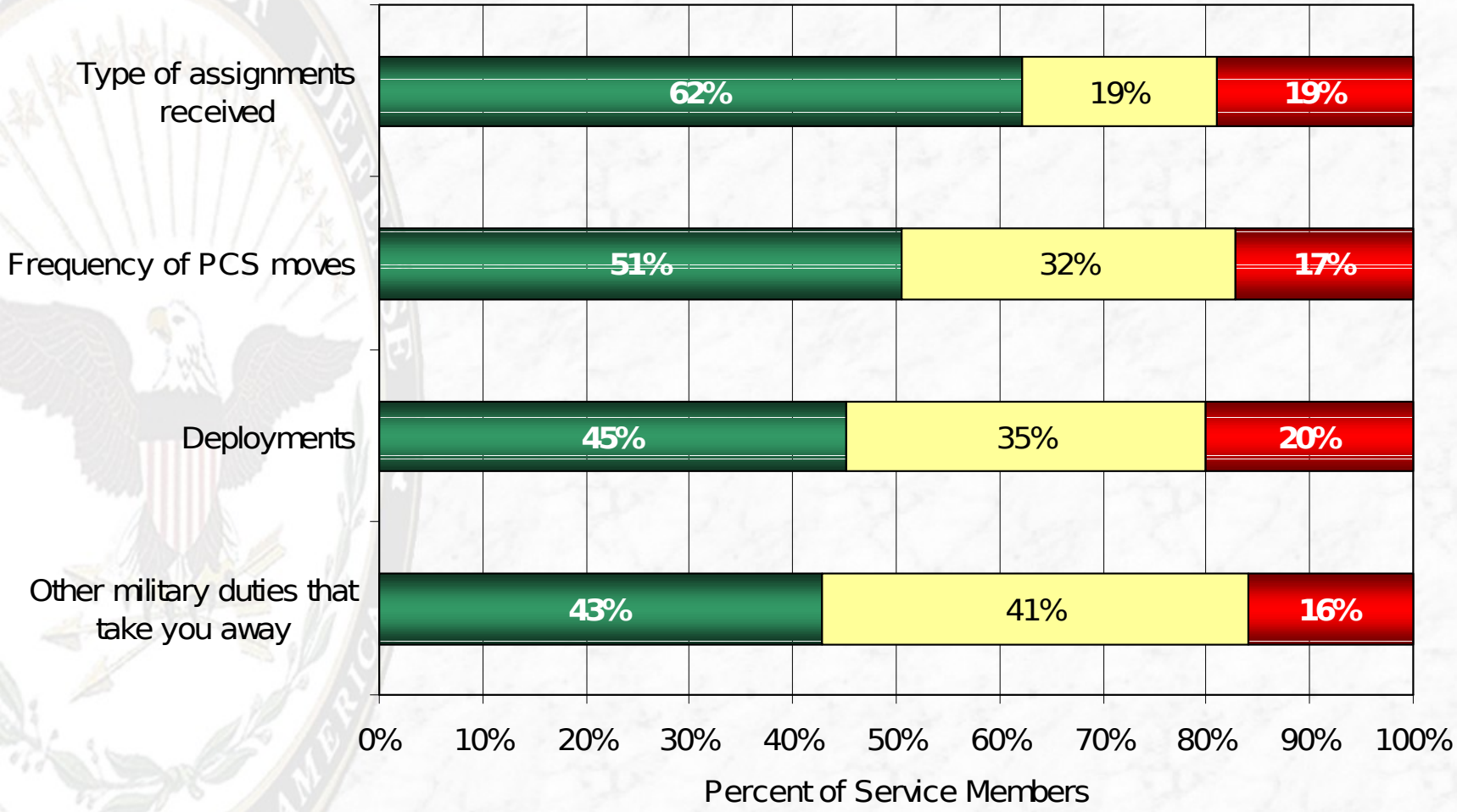
AD SOFS July 02 Q50

Satisfaction

- Aspects of military service
- Pay & benefits
- Quality of life & family programs
- ✓ Assignments & travel
- Overall military way of life

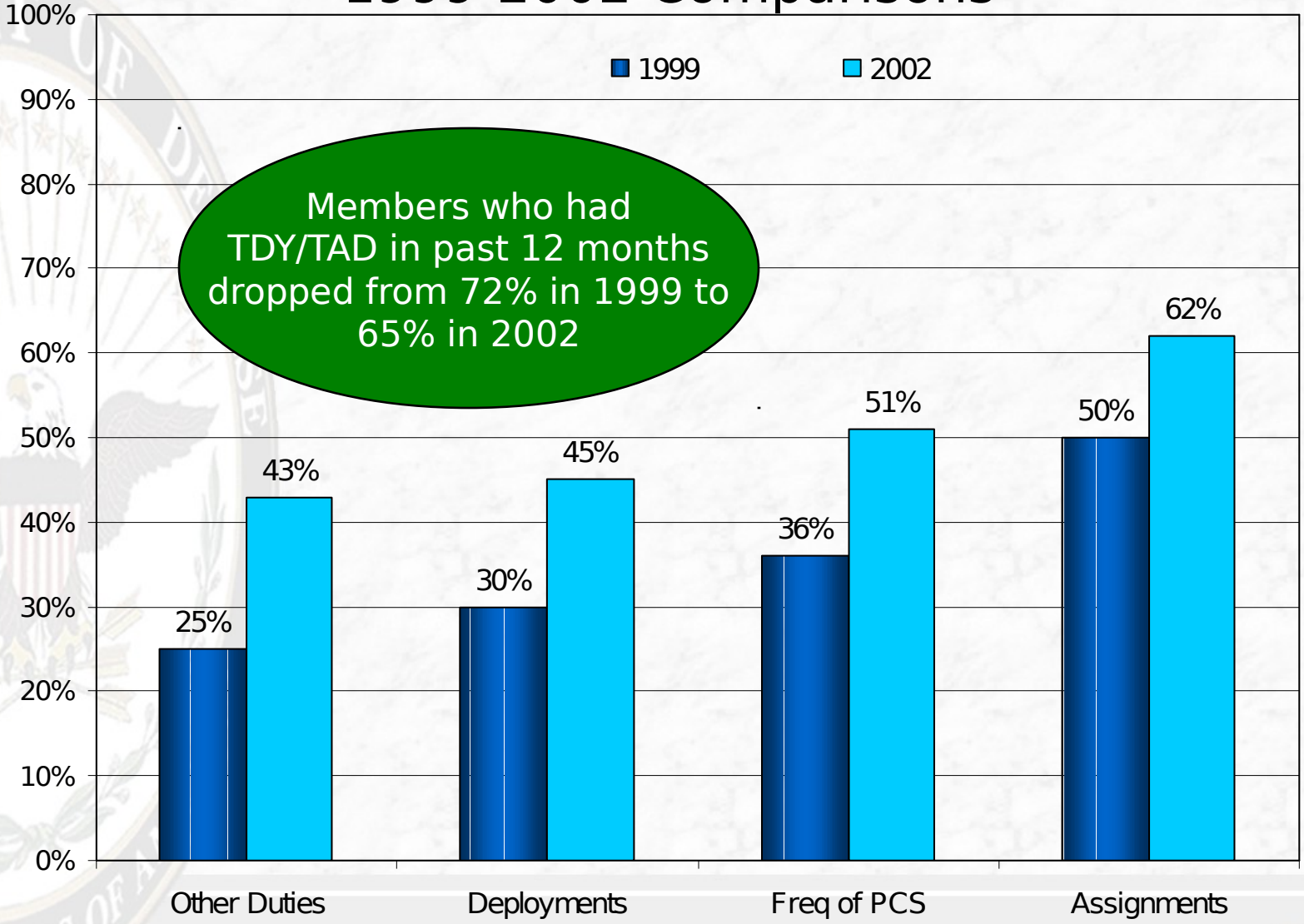
Assignments & Travel

How satisfied are you with each of the following?



Assignments & Travel

1999-2002 Comparisons



Percent Satisfied

ADS99 (Member) Q14, Q39

AD SOFS July 02 Q34, Q41

Margins of error within +/-

DMDC

January 2003

Assignments & Travel

Summary of Findings

1999 – 2002 Trends

- **Significant improvements (12-18 percentage points) in all assignment & travel measures**

2002 Findings

- **Less than half satisfied with deployments and duties away from permanent duty station**
- **Dissatisfaction is 1 in 5 or smaller**

ADS99 (Member) Q14, Q39

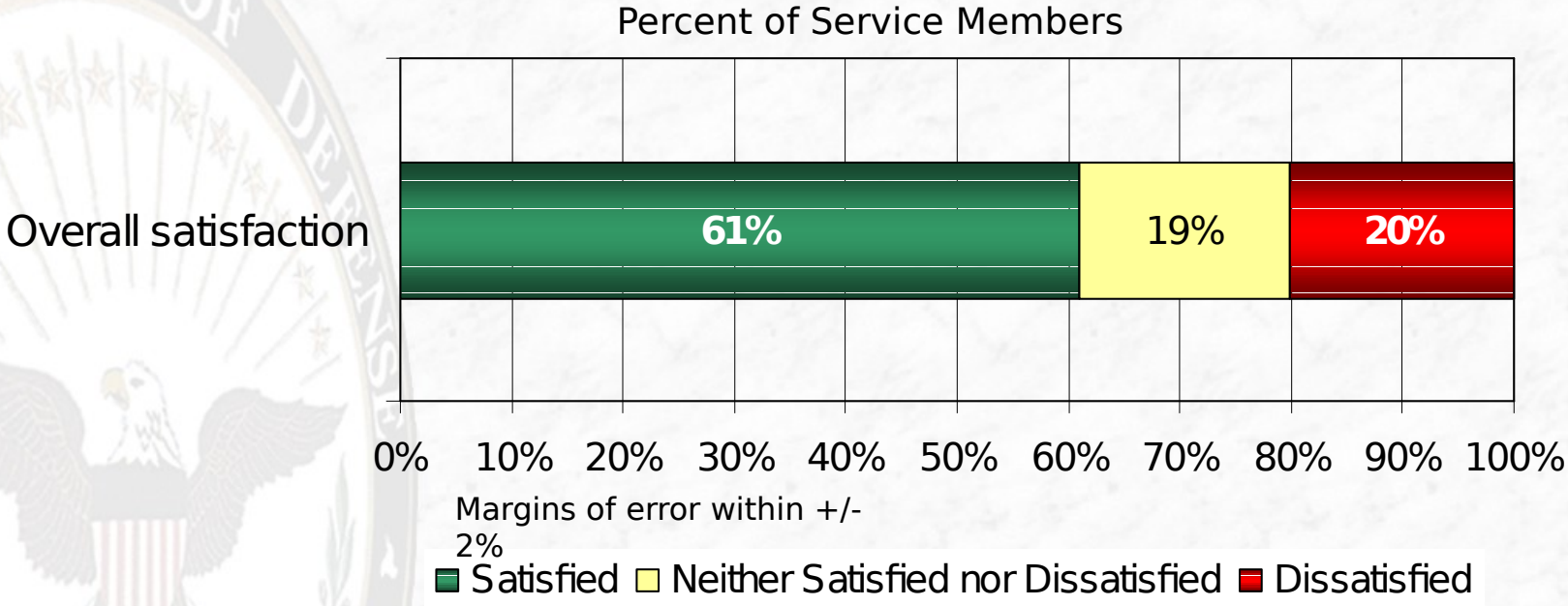
AD SOFS July 02 Q34, Q41

Satisfaction

- Aspects of military service
- Pay & benefits
- Quality of life & family programs
- Assignments & travel
- ✓ Overall military way of life

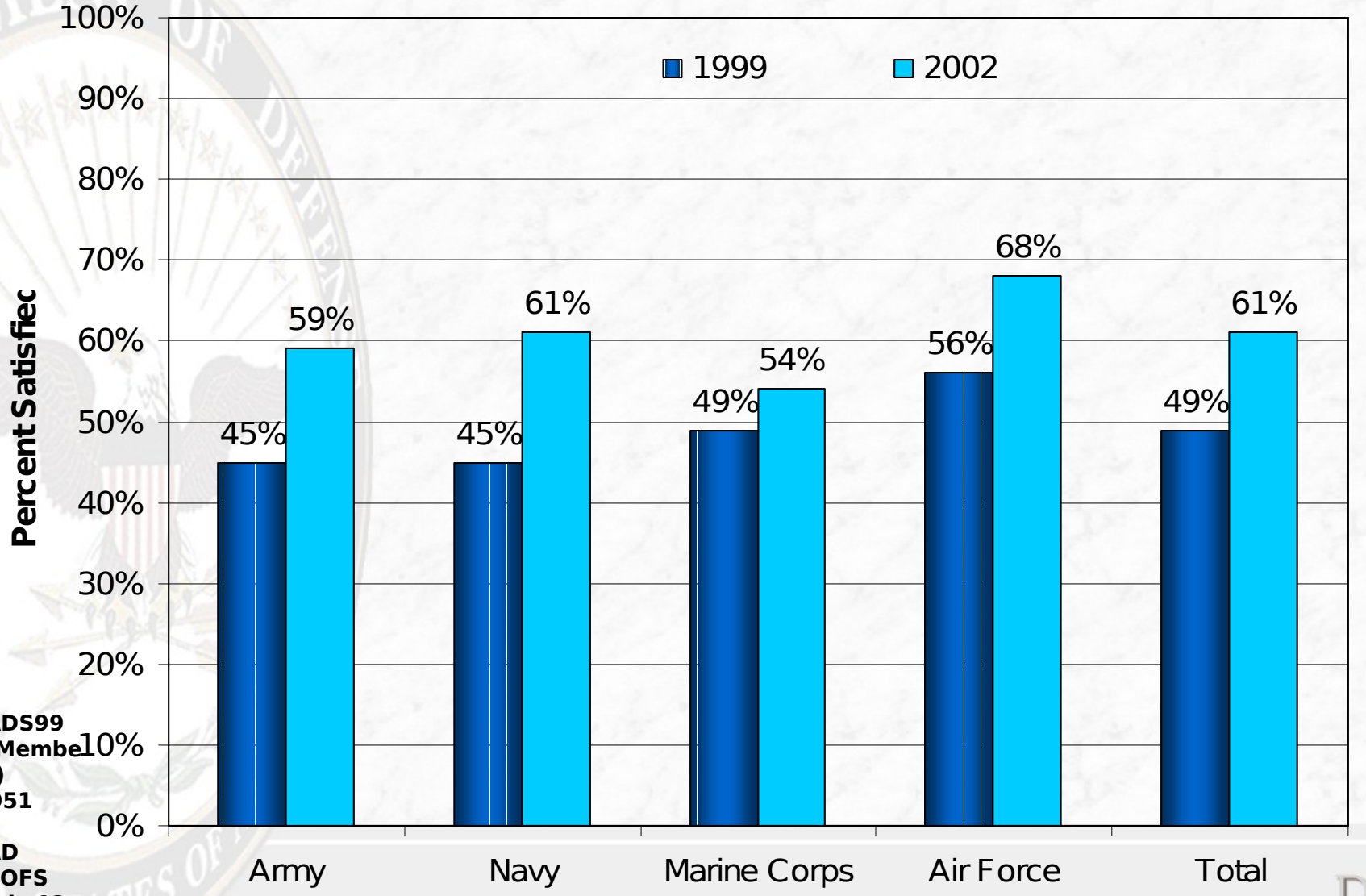
Overall Military Way of Life

Overall, how satisfied are you with the military way of life?



Overall Military Way of Life

1999-2002 Comparisons by Service



ADS99 (Member) Q51

AD SOFS July 02 Q52

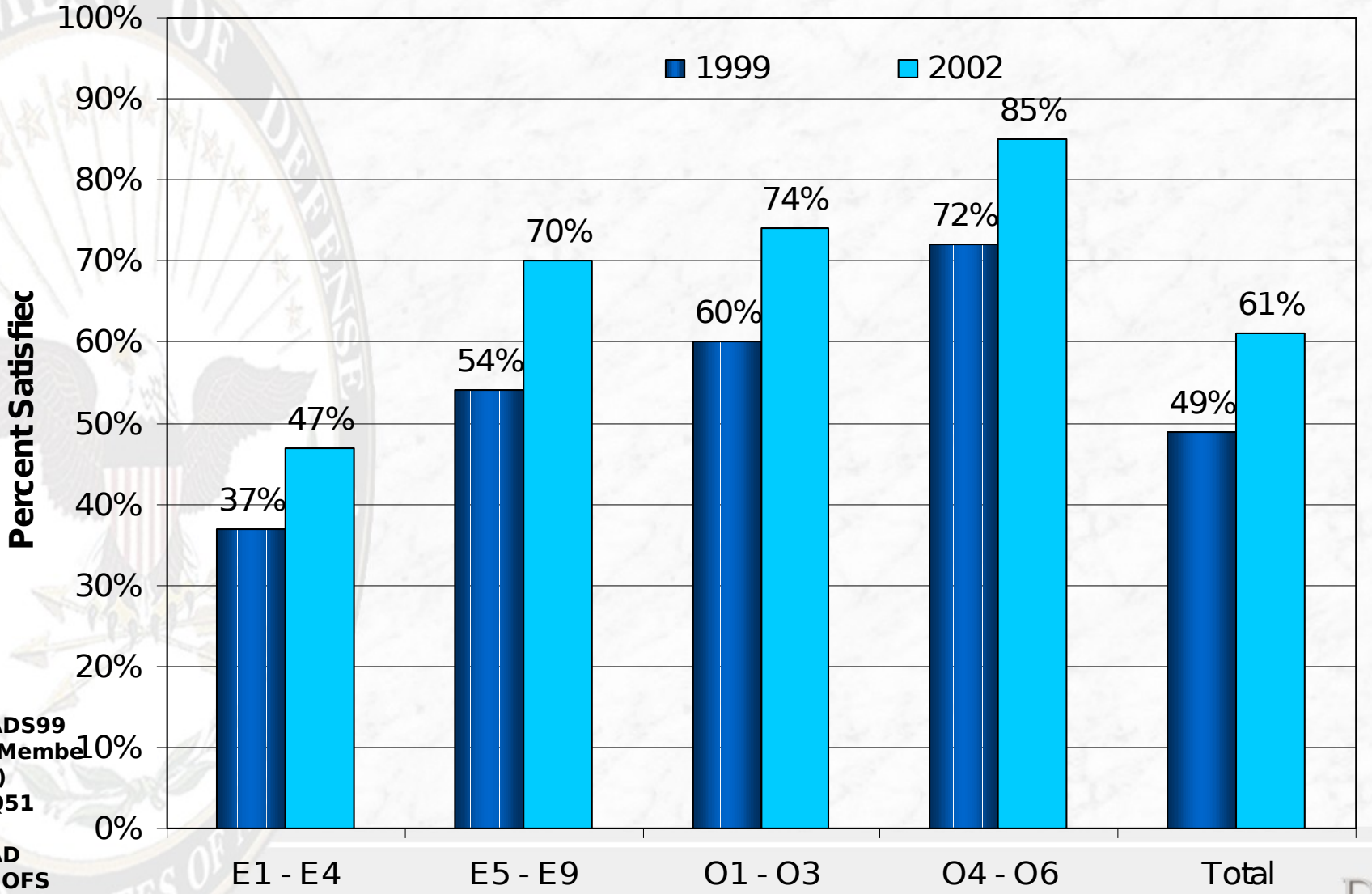
Margins of error within +/-

DMDC

January 2003

Overall Military Way of Life

1999-2002 Comparisons by Paygrade



ADS99 (Member) Q51

AD SOFS July 02 Q52

Margins of error within +/-

DMDC

January 2003

Overall Military Way of Life

Summary of Findings

1999 – 2002 Trends

- **Overall satisfaction with military way of life up 12 percentage points from 49% to 61%**
  - Improvement in all Services (12 to 16 percentage points, except Marine Corps (5 points)) and across all paygrade categories

2002 Findings

- **Air Force most satisfied (68%)**
- **Junior enlisted showed 10 percentage-point improvement over 1999 but still less satisfied (47%) than all other paygrade categories**

ADS99 (Member) Q51

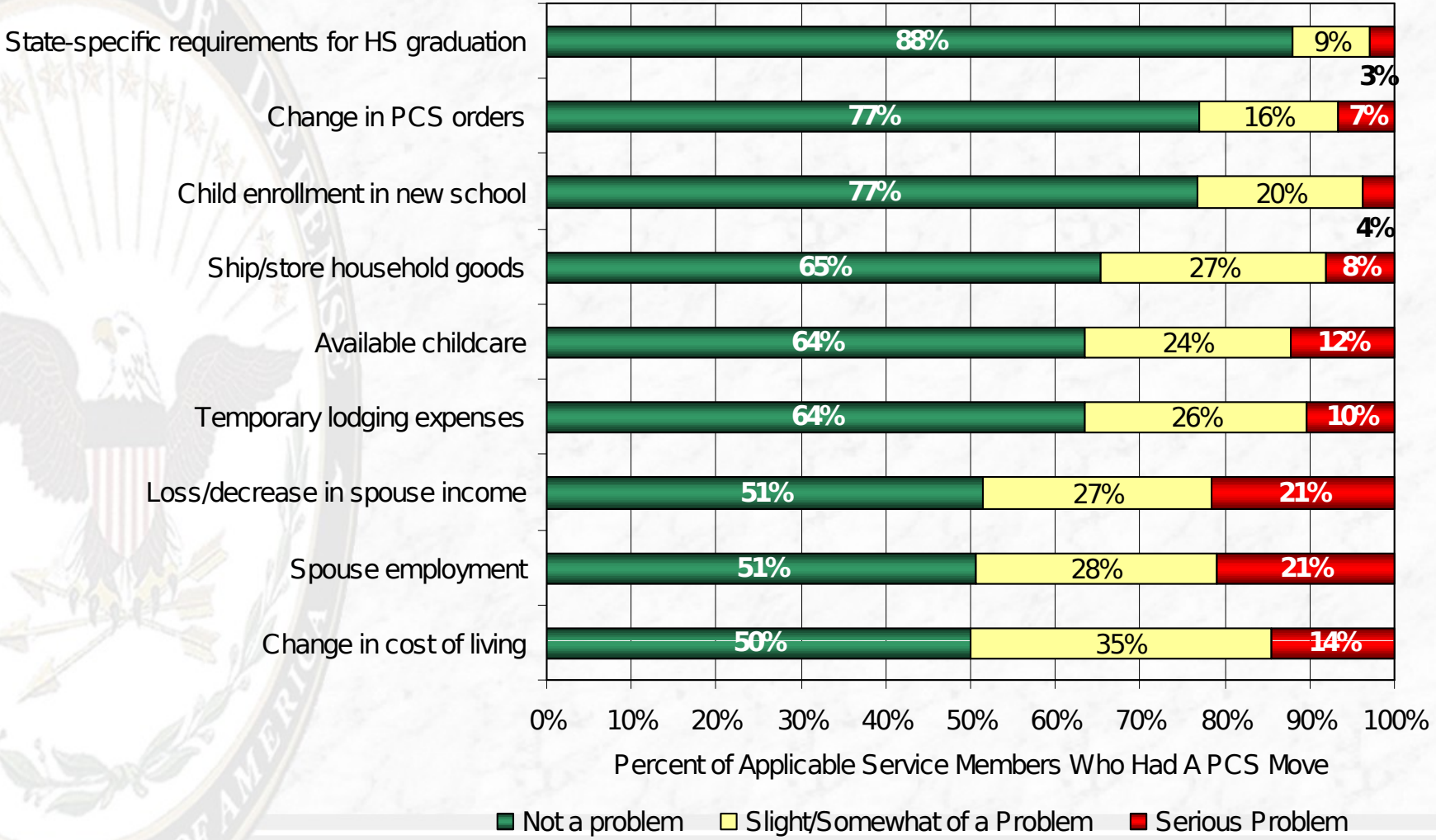
AD SOFS July 02 Q52

Briefing Overview

- Introduction
- Satisfaction
- ✓ PCS moves
- Personal readiness
- Retention

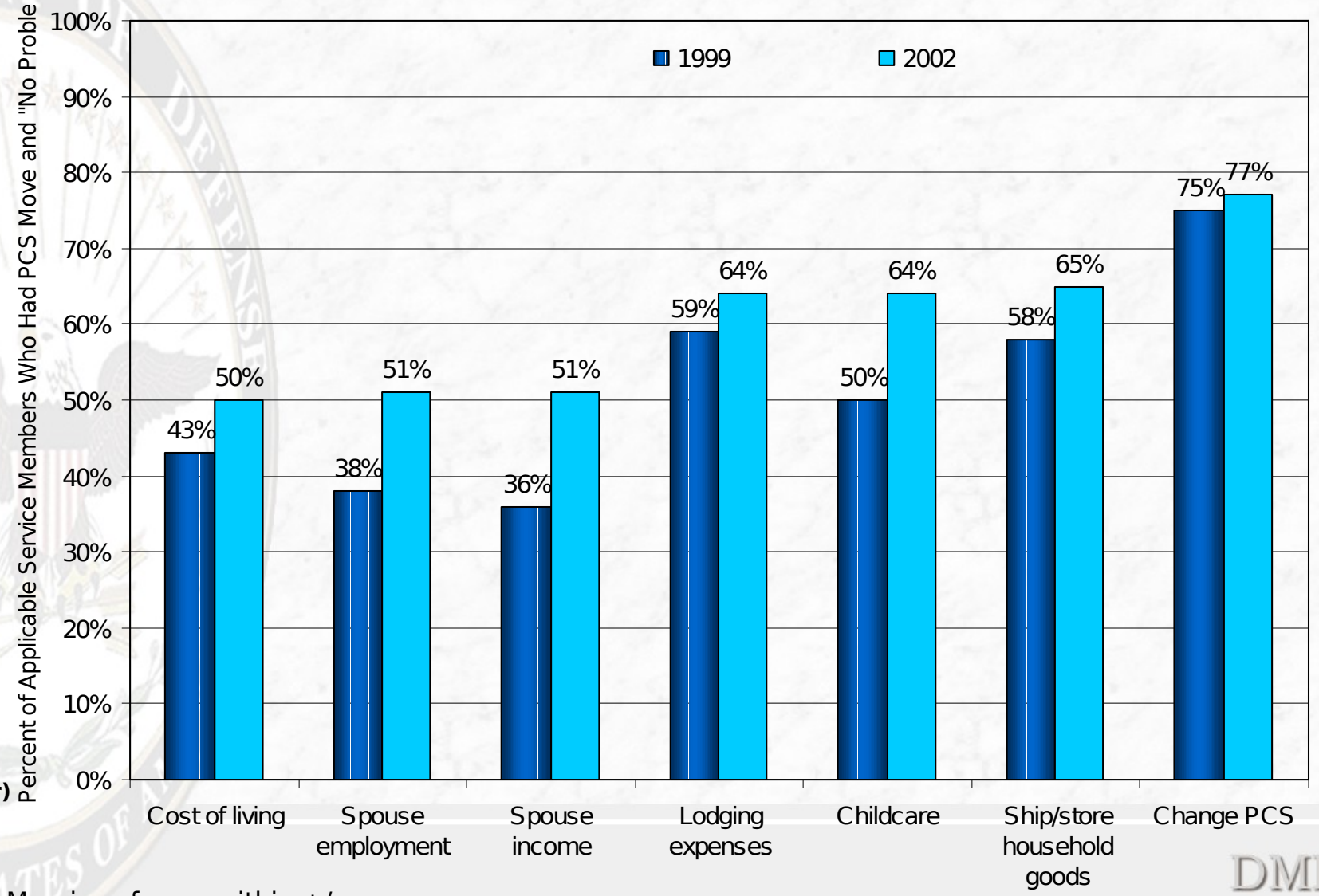
PCS Moves

For your most recent PCS move, were any of the following a problem?



PCS Moves

1999-2002 Comparisons



ADS99 (Member) Q13

AD SOFS July 02 Q37

Margins of error within +/-

DMDC

January 2003

PCS Moves

Summary of Findings

1999 – 2002 Trends

- **Percent of members reporting no problem increased 5–15 percentage points in 6 of 7 measured areas**

2002 Findings

- **For each PCS-move measure, majority of members had no problem**
- **Of those with a problem, those with slight or somewhat of a problem outweigh those with a serious problem**
- **Income-related problems affected members most seriously**
  - 1 in 5 members indicated serious problems with spouse employment or loss/decrease in spouse's income
  - Half of members said change in cost of living resulted in slight to serious problem with most recent move
- **12% said availability of childcare was a serious problem**

ADS99 (Member) Q13

AD SOFS July 02 Q37

PCS Moves

Summary of Findings

Gender Findings

- **Male enlisted most likely to indicate loss/decrease in spouse income and spouse employment to be a problem**
- **Male enlisted most likely to indicate change in cost of living to be a problem**
- **Males more likely than females to indicate shipping/storing household goods to be a problem**

Briefing Overview

- Introduction
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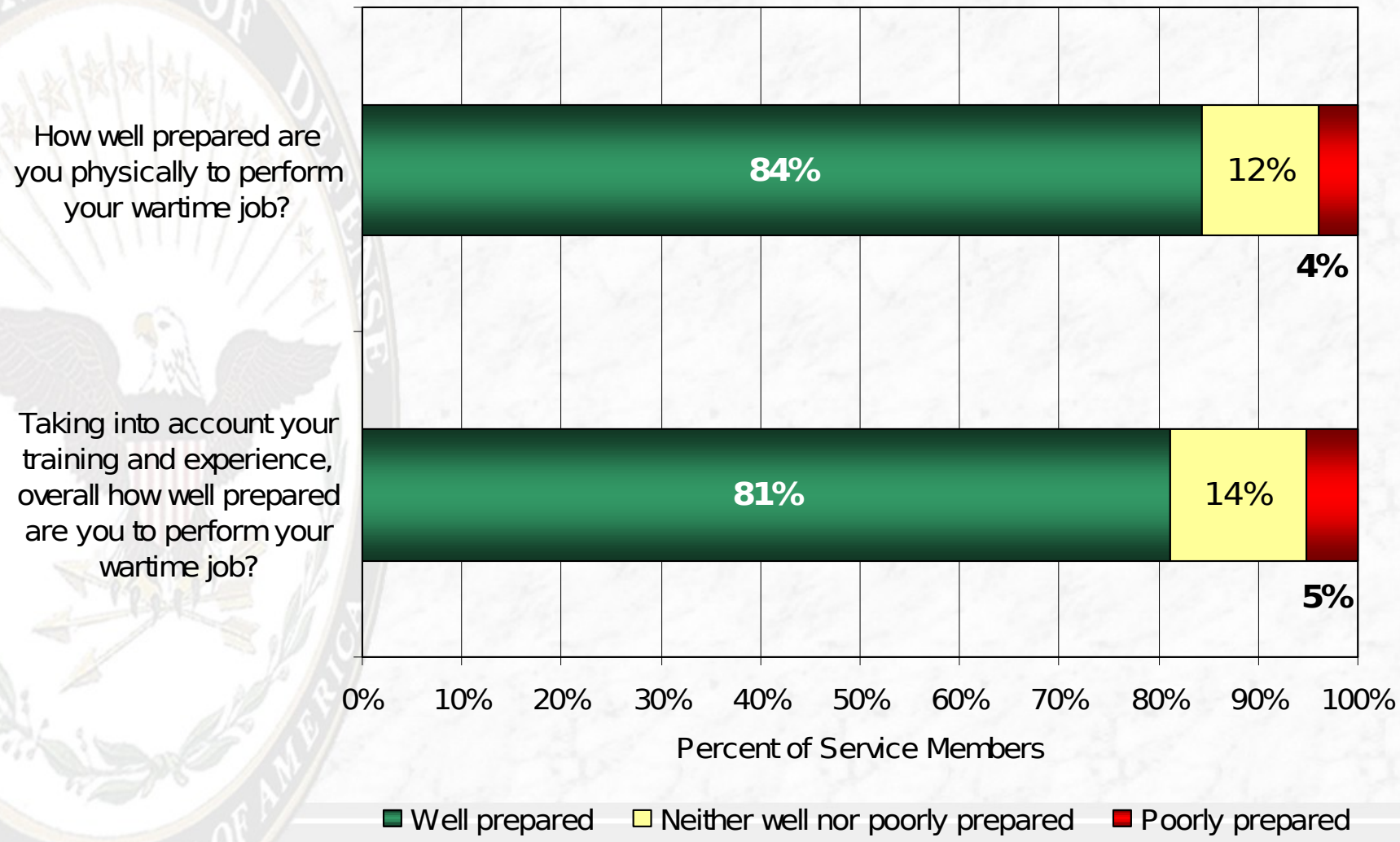
Personal Readiness



Personal Readiness

Summary of Findings

2002 Findings

- **Most members (80% or more) feel well prepared both physically and by training & experience for wartime duties**
- **Less than 5% feel poorly prepared**

Gender Findings

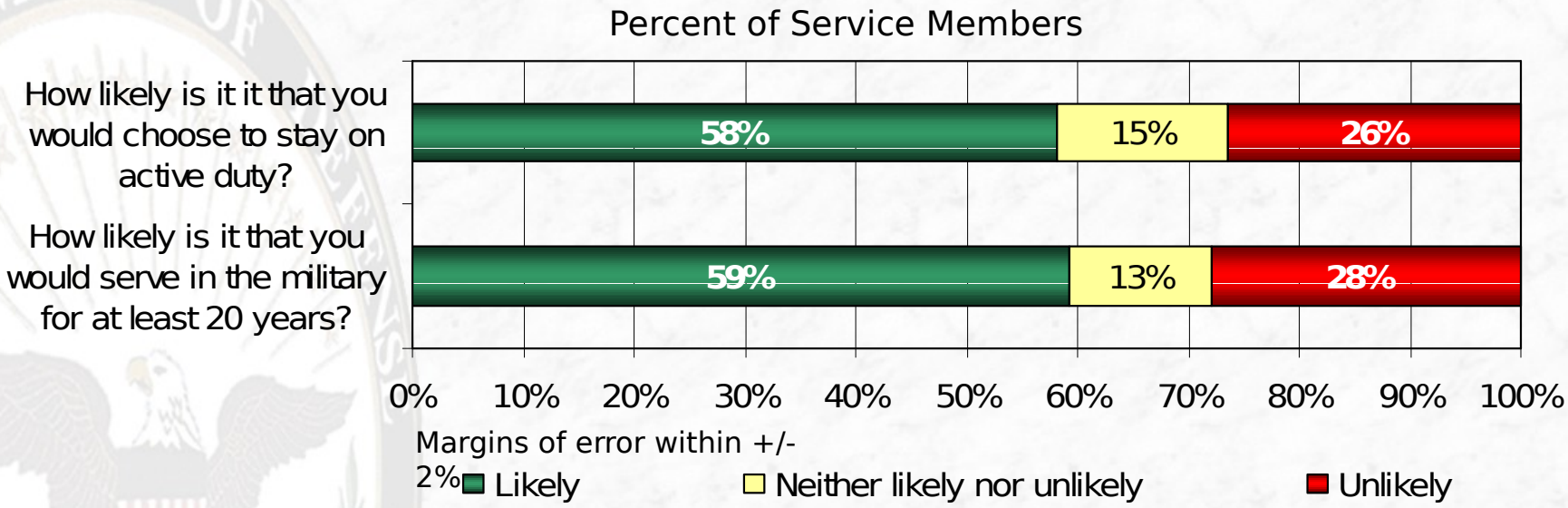
- **Female enlisted less positive about their personal and physical preparedness**

Briefing Overview

- Introduction
- Satisfaction
- PCS moves
- Personal readiness
- ✓ Retention

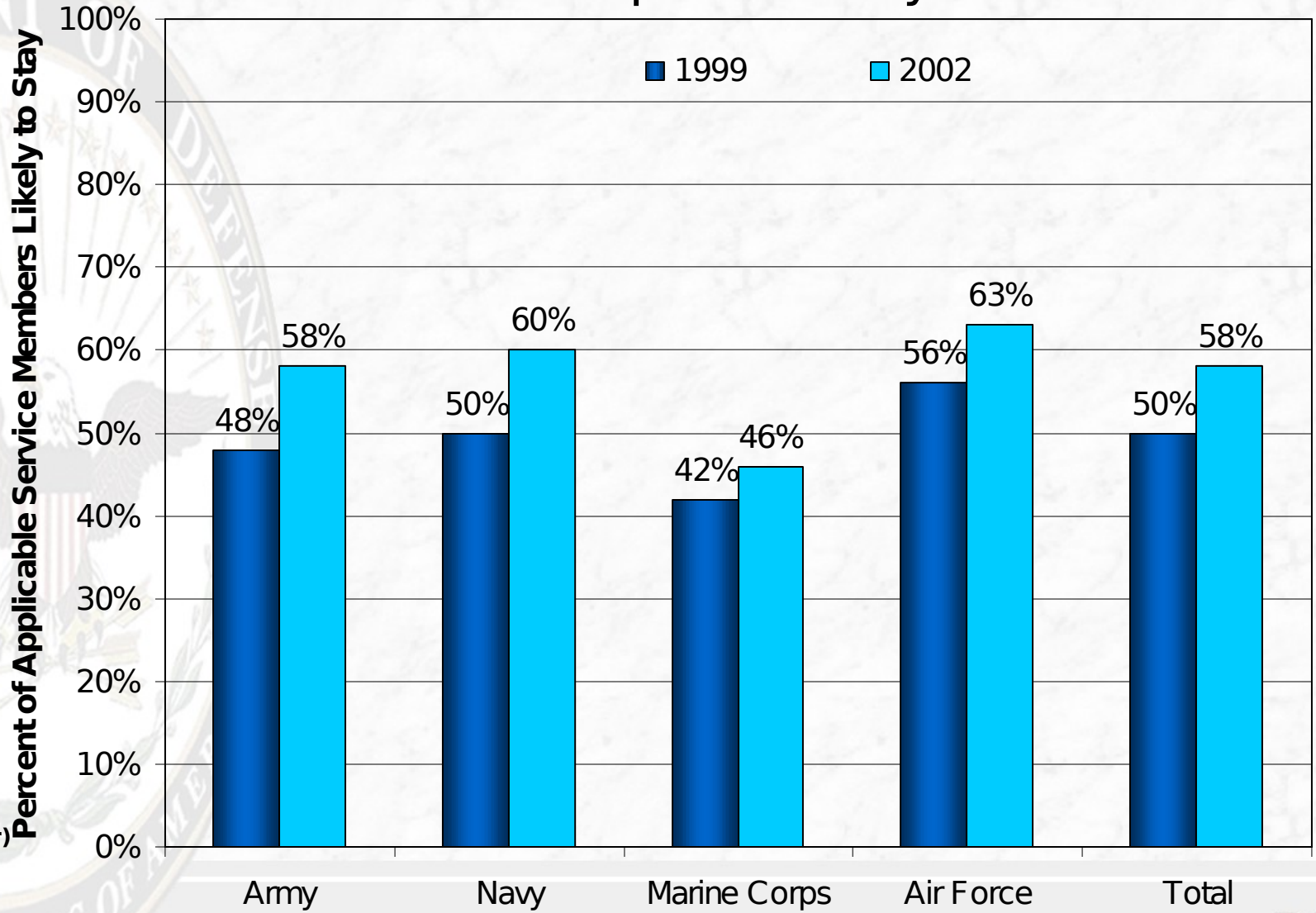
Retention

Key Questions



Retention

1999-2002 Comparisons by Service



ADS99 (Member) Q32

AD SOFS July 02 Q22

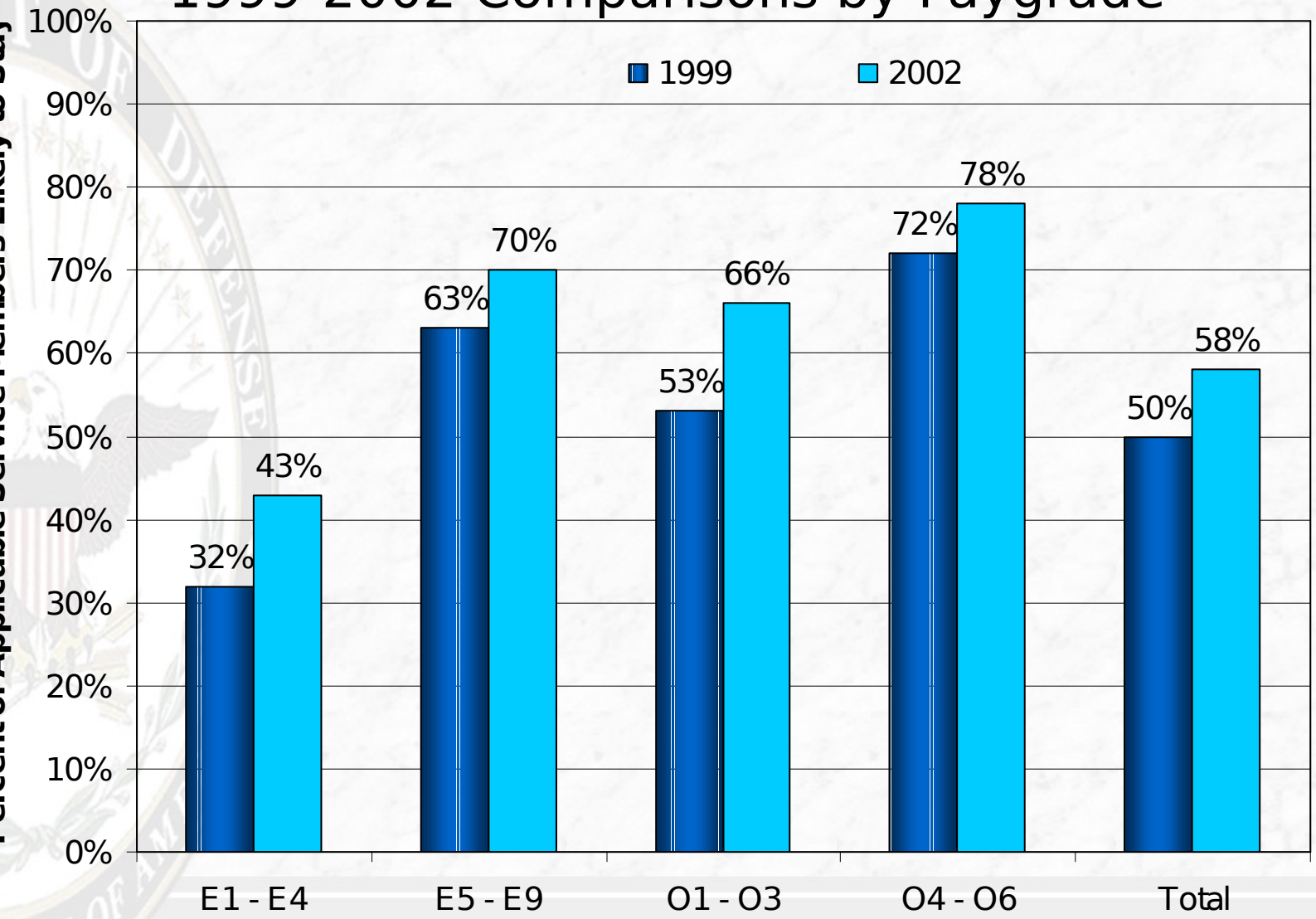
Margins of error within +/-

DMDC

January 2003

Retention

1999-2002 Comparisons by Paygrade



ADS99 (Member) Q32

AD SOFS July 02 Q22

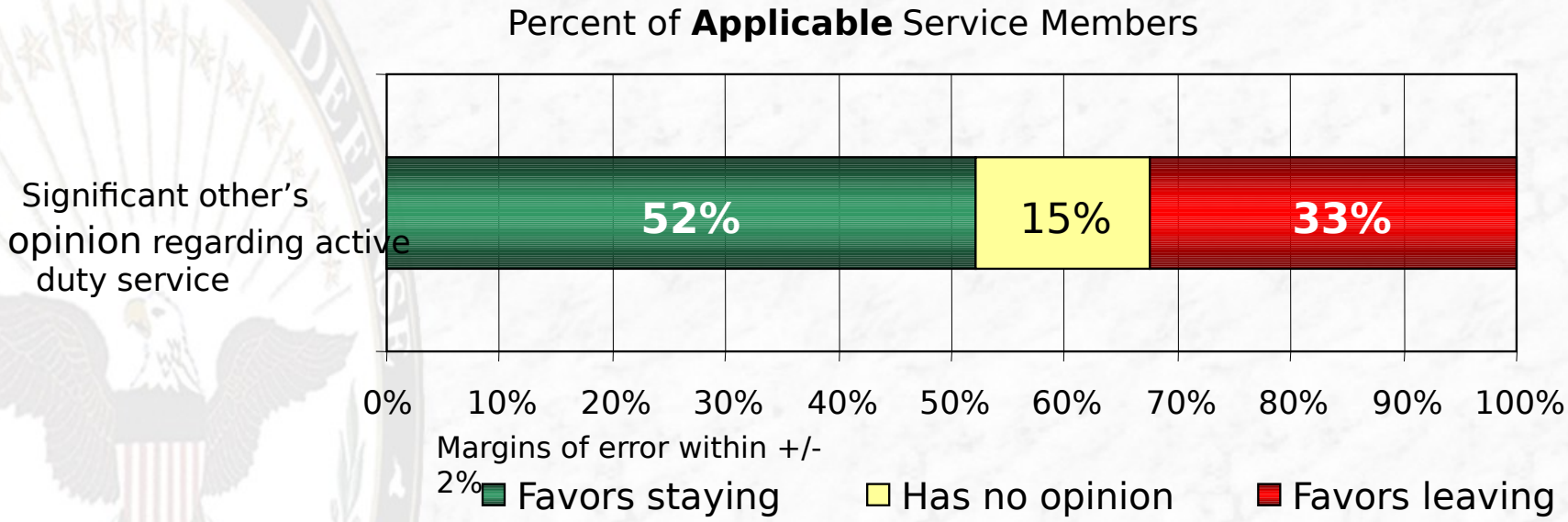
Margins of error within +/-

DMDC

January 2003

Retention

Does your spouse, girlfriend, or boyfriend think you should stay or leave active duty?

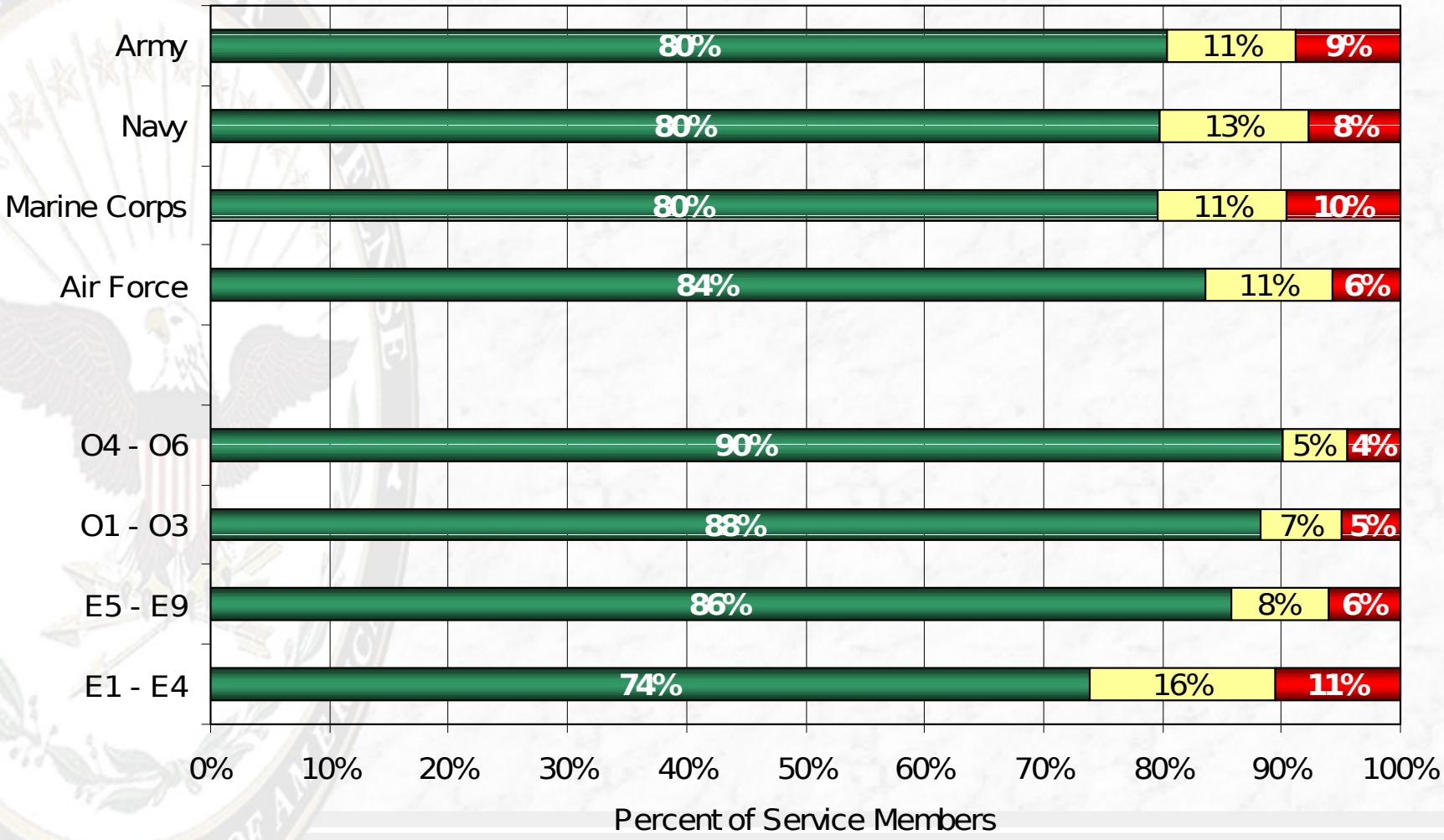


Items in the Organizational Commitment Scale

Indicate the extent to which you agree or disagree with the following statements about your Service.

A. Being a member of your Service inspires you to do the best job you can
B. You are willing to make sacrifices to help your Service
C. You are glad that you are part of your Service

Organizational Commitment



AD SOFS
July 02
Q25

Margins of error within +/-

DMDC

January 2003

Retention

Summary of Findings

1999 – 2002 Trends

- **Retention intention up by 8 percentage points from 1999 (50% to 58%)**
  - Led by Army and Navy (+10 percentage points each)
  - Also led by E1-E4 (+11 percentage points) and O1-O3 (+13 percentage points) paygrades

2002 Findings

- **Indicators reinforce such retention (organizational commitment and significant others)**
  - Slight majority of members indicate significant other thinks they should continue to serve
  - 1 in 3 say significant other thinks they should leave active duty

Gender Findings

- **Male officers most likely to say they plan to stay for 20 years**
- **More male officers indicate their significant other thinks they should continue to serve**

ADS99 (Member) Q32

AD SOFS July 02 Q22,23,25,26

Gender Findings

- **Males less likely to indicate satisfaction than females**
- **Male enlisted less satisfied with…**
  - personal workload
  - aspects of their pay and benefits
- **Female enlisted less positive about their personal and physical preparedness**
- **Male officers more positive about retention**
  - More likely to report intent to stay
  - Report significant others think they should stay